



## DEPARTMENT OF EDUCATION

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**PUBLIC MEETING:** DPAS-II Advisory Committee Meeting

**MEETING DATE AND TIME:** Thursday, February 2, 2018 – 10:00 am

**PLACE:** Delaware Department of Education Cabinet Room

401 Federal Street, Dover, DE 19901 – 2<sup>nd</sup> Floor Cabinet Room

### MINUTES

#### **MEMBERS PRESENT**

Clay Beauchamp  
Bill Doolittle  
Susan Frampton  
Representative Earl Jaques, Jr.  
Jill League, Chair  
Karen Maull  
Senator David Sokola  
David Tull  
TJ Vari, Co-Chair  
Jackie Wilson  
Donna Johnson, State Board of Education Ex-Officio Non-Voting Member  
Shannon Holston, DDOE Representative Non-Voting Member  
Kimberly Rodriguez, DDOE Administrative support

#### **MEMBERS ABSENT**

Matthew Burrows  
Laura Schneider  
Jon Sheehan

#### **PUBLIC**

Jessilene Corbett, CRSD  
Tammy Croce, DASA  
Melissa Oates, DDOE

**1. Call to Order**

The meeting was called to order at 10:03 a.m. Jackie Wilson Motioned and Karen Maull seconded. **The motion passed.**

- 2.** A comment was made to reinstate the Pledge of Allegiance by David Tull. It was noted that this had previously been voted on. The committee agreed.

**3. Approval of January 11, 2018 Minutes**

David Tull motioned to approve the January 11, 2018 meeting minutes Jackie Wilson seconded the motion. Bill Doolittle Abstained (not present at the last meeting). **The motion passed.**

**4. Long-term plan considerations for rubric revisions**

- Shannon Holston gave an overview of the PowerPoint presentation:  
*Preliminary work involves communication with the Chiefs. Gather stakeholder feedback on recommended changes, create process for selecting rubric workgroup members and develop a communication plan.*
- Jill League recommended that the State join in with DSEA and hold a focus group with stakeholders from different counties to get their opinions, get a survey, make it similar to ESSA, and invite the stakeholders.
- Other recommendations were that a structured meeting be in place so you are able to see the content issues and data. Have nominations of people from DSEA and others. Suggestions included -have the unions talk to their district personnel so they may have a different group's of people who are involved, have random focus group selections so the same people who have never attended or do not always attend will show up, include new or mid-year teachers and higher education.
- An individualized system may be needed for the administrators, coaches, nurses, etc.
- Shannon mentioned that a conversation was brought up about the specialists that they needed to be included in the long-term plan and for clarity and efficiency, there needs to be different groups. Phase I could kick off in the summer giving time to engage in the stakeholder group then work through the 18-19 School year until spring to align the rubric, reduce redundancy and create clear descriptors. Any process revisions will be discussed during this time. Phase II will be during the 19-20 School Year. The tentative plan is to select three districts and two charters to do pilots. Create professional development and support plans to support the revisions.
- Melissa Oates commented on the train-the-trainer model. It is important to make sure that if the teachers are retrained, that it is the same message across the board.
- Shannon Holston mentioned that there is a need for the educators to be involved. Believes that this is an opportunity to get the teachers training and involved.
- Jill League mentioned bringing back the support people such as evaluators and expert trainers in each district and each building as part of the process.
- Shannon Holston mentioned that having the point person brings opportunity for teacher leadership.
- Melissa Oates commented that they were looking at train the trainer and what that model would look like and commented on the concerns about it being watered down and will make sure that the

model has a firm instructional plan. Wants to make sure that if the teachers are retrained, they are all trained the same.

- Shannon Holston mentioned that the Department had concerns with making short-term changes to the rubrics. Collapsing some of the rubrics requires additional training or re-training. If changes are made now that are extensive, it may cause additional issues in the future.
- Jackie Wilson commented that we need to be careful if the rubric is aligned to InTASC the committee will need to think about that this may overcomplicate the system.
- TJ Vari commented that it is difficult to keep track of people on a two-year cycle. Some like the annual summative. The electronic system can track it and you see what needs to be done from year to year. The number could change due to what was collected from year to year.
- Jill League commented that some of the LEA's are willing to waive certain criteria.
- Melissa Oates commented that the changes always come back to the training in regards to fidelity of implementation.
- Jackie Wilson mentioned that it is the district's responsibility to coach and train their administrators and teachers. The evaluators need to come in with samples of evaluations with names removed so they are able to coach them.
- TJ Vari commented that there needs to be some flexibility. Feels there are compliance issues, and this does not add value in a post-op conference. This is not a short-term fix but when the revised rubric goes live, hopes that there is flexibility regardless of the cycle.
- A comment as made by Mr. Doolittle that if we are making changes in the long-term plan, it is better.
- Jill League mentioned that more stakeholder opinions are needed.
- TJ Vari mentioned that there are years of stakeholder comments and that the rubrics need to be addressed in the long-term plan.
- Jackie Wilson commented that the new teachers need a lot of support. Need to strengthen the system so principals have the time to put the energy where it is needed the most. Coaching the teachers and professional growth.
- TJ Vari mentioned that the long-term plan needs to have some flexibility.
- A comment was made to change the wording to strengths and areas of growth on the summative as a possibility.
- Donna Johnson commented that changing the policy is not going to change the practice. Training is need.
- Jackie Wilson commented that the next phase is needed. Practice and have specific things to make people good and attend the trainings. The department has offered trainings and the people do not show up.
- Shannon Holston gave a reminder that any recommendations need to be done by March. She also commented on the current flexibility: professional responsibilities form can be waived for experienced teachers; the Component I form can be waived as observation for experienced teachers; short observations are now optional, and LEAs can currently propose an alternative 4 approved by the department by July.

- Melissa Oates commented that teachers are putting in a lot of effort to create the professional responsibilities form and the administrators are cutting and pasting from their form to do their observations. This is not an example of quality evidence.
- Shannon Holston mentioned that they can make the form optional or eliminate it.
- TJ Vari commented that the conversation was to take component IV out of the cycle and make it optional and used if needed.
- Clay Beauchamp motioned to make a recommendation to the Secretary that the Component IV be pulled out of observation and be moved to the summative evaluation cycle and for the form to be optional. Jackie Wilson seconded the motion. **The motion Passed.**
- A comment was made for the department to develop a training to help the teachers to have a professional five-year growth plan that helps the teachers to get better.
- Jill League also make a recommendation to add a conversation throughout the cycle.

### 5. Discussion potential short-term revisions

- Shannon Holston commented that another short-term recommendation was that experienced educators are required to have one full announced or unannounced observation each year during the summative cycle. One option may be to require one full announced or announced observation and have an additional 30 minutes of feedback which could be a full or they could follow-up and do three short observations.
- Shannon Holston gave an example of proposed changes that would be needed to change the language in the regulation. *(See the PowerPoint slide for the language).*
- A motion was made by Jackie Wilson and seconded by Bill Doolittle to have the Secretary Education consider changing the language in the regulation to the direction of the language on the PowerPoint slide. **The motion Passed.**
- Shannon mentioned that an adjustment is needed in the chart related to equal weighting and Component V due to regulation changes last year. The measure plus the measure gives you the highly effective rating yearly and therefore the chart did not represent all the combinations. Need to put the chart in the regulation or reference the guide.
- A motion was made by Jill League and seconded by Representative Earl Jaques that the chart on slide 15 replaces what is currently in the guide and referenced within the regulation. **The motion Passed.**
- *A note was made that this change will change in 106 and 107.*
- TJ Vari proposed changes to be made to do at least two per components on the rating system for equal weighting. Discussions were held but no resolution was made. The committee agreed to table the conversation. A motion was made by Representative Earl Jaques and seconded by Jill League to table the proposed changes. **The motion passed.**
- Shannon commented on future considerations for the Alt System. (See the Alternative Evaluation Side)
  1. Require LEA's to provide annual trainings to Educators on the system.

2. Require LEA's to conduct calibration activities with administrators/evaluators.
3. Require evaluators to provide recommendations.  
Shannon mentioned that these discussions have been coming up with focus groups and educators.
  - A comment was made from Deb Stevens that grievances should be made however, teachers do not file a grievance due to fear of retaliation.
  - Discussions were held about the variance in the grievance process during the evaluations.
  - Clay Beauchamp asked questions about LEA's providing annual training and is this something that will be put out by the Department?
  - Comments were noted that training should be held but not every year due to other trainings thought the year.
  - Melissa commented that a deep training for Component I will be provided.
  - TJ Vari made a motion and Jill League seconded the motion that a recommendation be made to the Secretary of Education that LEAs be required to provide evidence that they conduct a calibration activity with their administrators and evaluators.
  - A second motion was made by TJ Vari and seconded by Jill League that the regulation stipulate that the evaluator's must provide recommendations within once within the cycle. **The motion's passed. (Susan Frampton abstained)**
6. **Review potential 106 & 107 changes**  
Discussion above addressed this agenda item.
7. **Discuss the concept of Expert Evaluators**
  - TJ Vari mentioned that the content and possibly teachers from districts be named at the local level.
  - A question was asked the word evaluators could be changed?
  - Melissa Oates commented that if the expert evaluators take on the role what would be the expectation. The expert evaluators could also become a mentor/coach.
  - TJ Vari mentioned that it could be regulated or conceptual.
  - A motion was made by Jackie Wilson and seconded by Karen Maull that the Secretary of Education consider the concept of having expert evaluators be the point of contact. **The motion passed.**
8. **Component IV**
  - Tabled
9. **Other Business – Discussion / Notifications Only**
  - Bill Doolittle commented on general education class variability and being effective. Feels that the classrooms are not equal. How does the evaluations system capture the variability? Bill also commented on the unintended consequences with educators for high risk. Needs to be some level of equitability. Make sure the assessments are as broad as could be.

- Discussions were also noted by Clay Beauchamp who mentioned that the specialists still need to be looked at because they are looked over.
- TJ Vari commented that the agenda should be discussed for the next meeting and included on each agenda as an item.

### 10. Public Comment

- Public comment was made by Mr. Paul Sedacca 4<sup>th</sup> grade at McVey Elementary School and instructor at Wilmington University regarding the growth model. Feels that the DPAS II model is fair and is moving in the correct direction, however feels the younger generation is not looking to get into teaching. Optional flexibility words came up and feels the reduction of the paperwork and time is necessary. Mr. Sedacca would like to see the administrators be available and check in the classrooms on occasion. Feels the teachers do not like the evenings or weekends trainings.
- Growth Model issues: 47% of the students met the ELA target and 49% met the Math target, 57% rated satisfactory or 56% were unsatisfactory with discretion. Feels when you are working hard and now you are unsatisfactory due to Measure A. If a growth model is an accurate reflection, 70% should meet their growth model and 50% is not good. Commented on kids missing 27 days of school and feels this is not acceptable.
- Commented that the Smarter Balance test is not useful that he believes the test is not developmentally appropriate, however feels that the DCAS test is useful. Hopes that someone challenges the growth model.
- Please contact Paul Sedacca @ [paulsedacca@state.de.us](mailto:paulsedacca@state.de.us) with any questions.

### 11. Adjournment

- A motion was made to adjourn the meeting by Susan Frampton and seconded by Jackie Wilson. **The motion passed.** The meeting adjourned at 2:47 p.m.

#### **Upcoming DPAS II Advisory Committee Meeting Dates:**

Doodle Poll will be sent out

#### **Next agenda:**

1. Look at the Specialists and make recommendations

**\*\*If you cannot attend the meeting and would like to send a replacement on your behalf, please submit your request in writing to Shannon Holston. \*\* 7 Committee Members need to be present for a quorum.**